

ALASKA ECONOMIC

TRENDS



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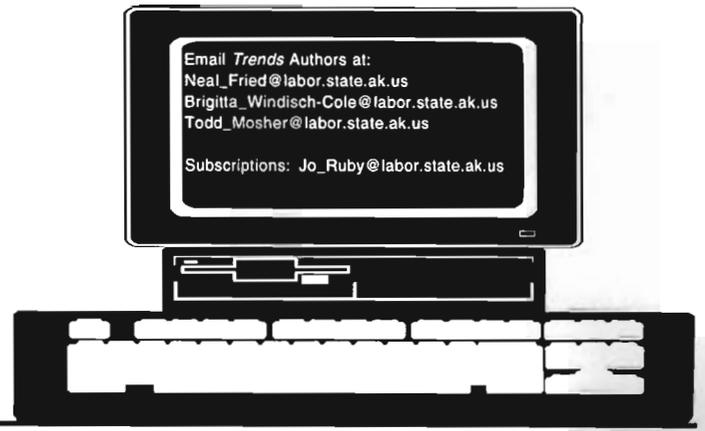
ALASKA'S LARGEST 100 PRIVATE EMPLOYERS

NEWHIRES
4TH QUARTER 1995

ALASKA'S FIRE SEASON LEAVES A
STRONG IMPRESSION

ALASKA DEPARTMENT OF LABOR • TONY KNOWLES, GOVERNOR

ALASKA ECONOMIC TRENDS



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of Labor**



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Alaska's Largest 100 Private Employers in 1995

The Trends 100

by Neal Fried and Brigitta Windisch-Cole

For the past five years, Carr Gottstein Foods has topped the list of Alaska's largest employers. In 1995, the employment count at Carr's stood at 3,222, putting it in a league of its own. In fact, the runner up was Providence Hospital, which came in just shy of 2,000. Given this lead, Carr's is likely to top the list for many years to come.

Half of the top ten are there a decade later

The 1995 *Trends* 100 firms are listed in Table 1. From year-to-year, this roll call of Alaska's largest employers remains relatively unchanged. For loyal, long-term *Trends* readers, this ranking will have a familiar look. For example, since this register was first assembled in 1985 (*Trends* 50), five of the top 10 firms are still in this group. (See Table 6.) They include Carr's, Providence Hospital, and National Bank of Alaska. The remaining two are connected to the state's oil patch and are the state's largest oil industry employers, British Petroleum (BP) and Atlantic Richfield (ARCO).

These perennial five are not the only big employers in the state that show up on this list year after year. Sixty-seven of the firms that made this year's *Trends* 100 were also on the first *Trends* 100 in 1989.

Alaska Airlines makes top ten—oil industry slips

In 1995, only one new employer broke into the top 10 group. The closure of MarkAir and continued growth in the visitor industry helped propel Alaska Airlines, with its 1,254 employees, from 11th place in 1994 into the number-seven spot. A tough year for employment in Alaska's oil patch caused some shifting as well. The one employer to slip out of this group was Alyeska Pipeline Service Company. It fell to 11th place after losing approximately 200 of its employees.

Providence Hospital traded places with ARCO in 1995, putting the hospital in the runner-up position. Downsizing at ARCO in 1995 caused it to slip to third place. Most of the other shifts among the top 10 were small.

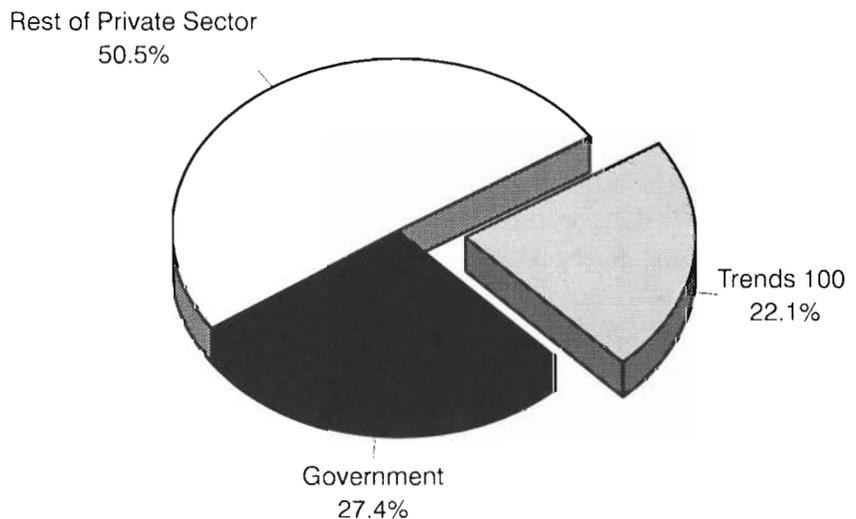
There were nine newcomers this year

In spite of the relative permanence of Alaska's largest firms, there were nine newcomers. (See Table 3.) Two of these newcomers previously would have been on the *Trends* 100 list, but they opted to be excluded from this publication in previous years. The newcomers represent a variety of industries. Personnel supply services companies represent the biggest group of firms. Their presence among Alaska's largest employers is not surprising, given the strong growth in the demand for temporary help and the contingency segment of the workforce. The

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Figure • 1

The Trends 100 Firms Employ A Large Workforce



Source: Alaska Department of Labor, Research and Analysis Section.

Alaska's 100 Largest Private Employers 1995

Rank	Firm Name	Employment	Headquarter or Largest Work Site	Business Activity
1	Carr Gottstein Foods	3,222	Anchorage	Grocery
2	Providence Hospital	1,998	Anchorage	Hospital
3	ARCO Alaska	1,974	Anchorage	Oil & Gas Production
4	Fred Meyer	1,781	Anchorage	Grocery/General Merchandise
5	VECO	1,504	Anchorage	Oil Field Services/Construction
6	Wal-Mart/Sam's Club	1,257	Anchorage	General Merchandise
7	Alaska Airlines	1,254	Anchorage	Air Carrier
8	Trident Seafoods	1,248	Akutan	Seafood Processing
9	National Bank of Alaska	1,172	Anchorage	Banking
10	BP Exploration	1,147	Anchorage	Oil & Gas Production
11	Alyeska Pipeline Service Company	1,083	Anchorage	Pipeline Transportation
12	Alaska Petroleum Contractors	1,006	Anchorage	Oil Field Services
13	Fairbanks Memorial Hospital	973	Fairbanks	Hospital
14	Safeway Stores	942	Anchorage	Grocery
15	Kmart	908	Anchorage	General Merchandise
16	First National Bank of Anchorage	860	Anchorage	Banking
17	Ketchikan Pulp Mill	850	Ketchikan	Pulp & Lumber Products
18	Tyson Seafood Company	723	Kodiak	Seafood Processing
19	Federal Express	717	Anchorage	Courier Service
20	Alaska USA Federal Credit Union	691	Anchorage	Credit Union
21	Union Oil of California (Unocal)	674	Anchorage	Petroleum Products
22	Alaska Regional Hospital	672	Anchorage	Hospital
23	Ocean Beauty Seafoods	662	Kodiak	Seafood Processing
24	Yukon Kuskokwim Health Corporation	652	Bethel	Health Care
25	UniSea	650	Dutch Harbor	Seafood Processing
26	Alaska Commercial Company	625	Anchorage	Grocery, General Merchandise
27	Westmark Hotels	615	Anchorage	Hotel
28	Icicle Seafoods	612	Petersburg	Seafood Processing
29	ATT/Alascom	612	Anchorage	Telephone Communications
30	Sears Roebuck	604	Anchorage	General Merchandise
31	ERA Aviation	574	Anchorage	Air Carrier
32	J C Penney Company	563	Anchorage	General Merchandise
33	Tanana Chiefs Conference	555	Fairbanks	Social Services/Health Care
34	Peter Pan Seafoods	540	King Cove	Seafood Processing
35	Cook Inlet Processing	531	Nikiski	Seafood Processing
36	Spnard Builders Supply	531	Anchorage	Trade-Lumber Products
37	Peak Oilfield Services	517	Prudhoe Bay	Oil Field Services
38	Anchorage Daily News	515	Anchorage	Newspaper

Alaska's 100 Largest Private Employers 1995

Rank	Firm Name	Employment	Headquarter or Largest Work Site	Business Activity
39	Pizza Hut	508	Anchorage	Eating Establishment
40	Ogden Facility Management	506	Anchorage	Facilities Management
41	Costco	491	Anchorage	General Merchandise
42	Piquiniq Management Corp.	486	Anchorage	Facilities Management
43	HC Price	483	Anchorage/Fairbanks	Pipeline Services/Construction
44	Southeast Alaska Regional Health Corp.	482	Juneau	Health Care
45	Alyeska Resort	464	Girdwood	Hotel/Resort
46	Hotel Captain Cook	454	Anchorage	Hotel
47	Maniilaq Association	447	Kotzebue	Social Services/Health Care
48	GCI Communications	413	Anchorage	Telephone Communications
49	NANA/Marriott Joint Venture	412	Anchorage	Catering
50	Norquest Seafood Company	407	Ketchikan	Seafood Processing
51	Wards Cove Packing Company	399	Naknek	Seafood Processing
52	Chugach Electric Association	399	Anchorage	Utility Company
53	Nabors Alaska Drilling	381	Anchorage	Oil & Gas Well Drilling
54	Laidlaw Transit	381	Anchorage	Bus Charter Services
55	Denali Foods /Taco Bell	378	Anchorage	Eating Establishment
56	Westward Seafood	370	Unalaska	Seafood Processing
57	United Parcel Service (UPS)	368	Anchorage	Courier Service
58	Anchorage Hilton Hotel	358	Anchorage	Hotel
59	Cominco Alaska	357	Red Dog/NW Arctic Bor.	Mining
60	Sea-Land Freight Service	354	Anchorage	Shipping & Warehousing
61	Kinn Enterprises, dba McDonalds	350	Anchorage	Eating Establishment
62	Tesoro Northstore Company (7-11)	347	Anchorage	Retail/Gas Station
63	Norton Sound Health Corporation	345	Nome	Health Care
64	North Pacific Processors	345	Kodiak	Seafood Processing
65	Nordstrom	345	Anchorage	Department Store
66	Silver Bay Logging	344	Juneau	Logging
67	Hope Cottages	343	Anchorage	Residential Care
68	Aramark Leisure Services	339	Fairbanks	Catering/Concessionaire
69	MarkAir Express	336	Anchorage	Air Carrier
70	Lamonts	335	Anchorage	Apparel
71	International Seafoods	334	Kodiak	Seafood Processing
72	Providence Extended Care Center	333	Anchorage	Health Care
73	Key Bank of Alaska	332	Anchorage	Bank
74	Valley Hospital	330	Palmer	Hospital
75	Burger King	324	Anchorage	Eating Establishment
76	Thrifty Payless (former: Payless Drug Stores)	316	Anchorage	General Merchandise

Alaska's 100 Largest Private Employers 1995

Rank	Firm Name	Employment	Headquarter or Largest Work Site	Business Activity
77	Reeve Aleutian Airway	310	Anchorage	Air Carrier
78	Matanuska Telephone Association	308	Palmer	Telephone Communications
79	Dynair Services	306	Anchorage	Airport Services
80	Bristol Bay Area Health Corporation	301	Dillingham	Health Care
81	Ketchikan General Hospital	300	Ketchikan	Hospital
82	Salvation Army	300	Anchorage	Social Services
83	Mapco Express	299	Anchorage	Retail, Gas Station
84	Alaska Sales and Service	289	Anchorage	Car Dealership
85	Chugach North Technical Services	289	Anchorage	Personnel Services
86	Mayflower Contract Services (acquired by: Laidlaw Transit)	279	Anchorage	Bus Charter Services
87	AK Special Education & Training (ASETS*)	279	Anchorage	Sheltered Workshop/Voc. Rehab
88	Williams, Inc. (Alaskan and Proud)	279	Ketchikan	Grocery
89	Alaska Hotel Properties (Princess Hotels)	276	Denali Park	Hotel
90	Alyeska Seafoods	275	Unalaska	Seafood Processing
91	Caterair International (now: LSG Sky Chef)	275	Anchorage	Catering
92	Schlumberger Technology	274	Anchorage	Oil Field Services
93	Northwest Technical Services	272	Anchorage	Personnel Services
94	Peninsula Airways	269	Anchorage	Air Carrier
95	Anchorage Cold Storage Company	265	Anchorage	Wholesale-Grocery
96	Doyon/Universal J.V.	258	Anchorage	Catering/Security
97	The Andrews Group (TAG)	255	Anchorage	Facilities Management
98	Alaska Executive Search	253	Anchorage	Personnel Services
99	Doyon Drilling	251	Anchorage	Oil Field Services
100	Northwest Airlines	248	Anchorage	Air Carrier
TOTAL TRENDS 100 EMPLOYMENT		57,420		

Note: Based on 1995 average employment. Firms with identical employment ranked by unrounded employment.

Source: Alaska Department of Labor, Research and Analysis Section.

Trends 100 by Industry

1995 Employment		1995 Employment	
MINING		TRADE (cont.)	
Hard Rock Mining		Kinn Enterprises, dba McDonalds	350
Cominco Alaska	357	Aramark Leisure Services	339
Oil & Gas		Burger King	324
ARCO Alaska	1,974	Caterair International (now: LSG Sky Chef)	275
VECO	1,504	Doyon/Universal J.V.	258
BP Exploration	1,147	Other Retail	
Alaska Petroleum Contractors	1,006	Carr Gottstein Foods	3,222
Peak Oilfield Services	517	Fred Meyer	1,781
Nabors Alaska Drilling	381	Wal-Mart/Sam's Club	1,257
Schlumberger Technology	274	Safeway Stores	942
Doyon Drilling	251	Kmart	908
CONSTRUCTION		Alaska Commercial Company	625
HC Price	483	Sears Roebuck	604
MANUFACTURING		J C Penney Company	563
Seafood Processing		Spenard Builders Supply	531
Trident Seafoods	1,248	Costco	491
Tyson Seafood Company	723	Tesoro Northstore Company (7-11)	347
Ocean Beauty Seafoods	662	Nordstrom	345
UniSea	650	Lamonts	335
Icicle Seafoods	612	Thirty Payless (former: Payless Drug Stores)	316
Peter Pan Seafoods	540	Mapco Express	299
Cook Inlet Processing	531	Alaska Sales and Service	289
Norquest Seafood Company	407	Williams, Inc. (Alaskan and Proud)	279
Wards Cove Packing Company	399	Wholesale	
Westward Seafood	370	Anchorage Cold Storage Company	265
North Pacific Processors	345	FINANCE, INSURANCE & REAL ESTATE	
International Seafoods	334	National Bank of Alaska	1,172
Alyeska Seafoods	275	First National Bank of Anchorage	860
Wood Products		Alaska USA Federal Credit Union	691
Ketchikan Pulp Mill	850	Key Bank of Alaska	332
Silver Bay Logging	344	SERVICES	
Other Manufacturing		Hotels	
Union Oil of California (Unocal)	674	Westmark Hotels	615
Anchorage Daily News	515	Alyeska Resort	464
TRANSPORTATION, COMMUNICATIONS, UTILITIES		Captain Cook Hotel	454
Air Transportation		Anchorage Hilton Hotel	358
Alaska Airlines	1,254	Alaska Hotel Properties (Princess Hotels)	276
Federal Express	717	Personnel Services	
ERA Aviation	574	Chugach North Technical Services	289
MarkAir Express	336	Northwest Technical Services	272
Reeve Aleutian Airways	310	Alaska Executive Search	253
Dynair Services	306	Health Care	
Peninsula Airways	269	Providence Hospital	1,998
Northwest Airlines	248	Fairbanks Memorial Hospital	973
Communication & Utilities		Alaska Regional Hospital	672
ATT/Alascom	612	Yukon Kuskokwim Health Corporation	652
GCI Communications	413	Southeast Alaska Regional Health Corporation	482
Chugach Electric Association	399	Norton Sound Health Corporation	345
Matanuska Telephone Association	308	Providence Extended Care Center	333
Other Transportation		Valley Hospital	330
Alyeska Pipeline Service Company	1,083	Bristol Bay Area Health Corporation	301
Laidlaw Transit	381	Ketchikan General Hospital	300
United Parcel Service	368	Other Services	
Sea-Land Freight Service	354	Tanana Chiefs Conference	555
Mayflower Contract Services		Ogden Facility Management	506
(acquired by: Laidlaw Transit)	279	Piquniq Management Corporation	486
TRADE		Maniilaq Association	447
Eating & Drinking		Hope Cottages	343
Pizza Hut	508	Salvation Army	300
NANA/Marriott Joint Venture	412	AK Special Education & Training (ASETS*)	279
Denali Foods /Taco Bell	378	The Andrews Group (TAG)	255

Source: Alaska Department of Labor, Research and Analysis Section.

Trends 100 Newcomers

Dynair Services
 Chugach North Technical Services
 Williams, Inc. (Alaskan and Proud)
 Alyeska Seafoods
 Schlumberger Technology
 Northwest Technical Services
 Doyon/Universal J.V.
 The Andrews Group (TAG)
 Alaska Executive Search

Source: Alaska Department of Labor, Research & Analysis Section.

grocery consortium Williams, Inc., of Ketchikan made the list after its acquisition of Foodland of Juneau. The rest of the newcomers to the *Trends* 100 simply became large enough firms to make the list.

Seafood dominates the big movers

Half of the companies that climbed by 10 or more rankings were seafood processors. (See Table 4.) A record salmon harvest and some acquisition activity caused several processors to make big moves. For example, Tyson Seafood Company, Ocean Beauty Seafoods, and Cook Inlet Processing all benefitted from a record salmon harvest around Kodiak. Tyson's numbers got a big boost when it purchased All Alaskan Seafoods of Kodiak.

A partnering agreement with British Petroleum and an increase in drilling activity helped push Nabors Alaska Drilling up more places than any other employer. Nabors went from 100th place in 1994 to 53rd place in 1995. Piquiniq Management Corp. grew because of winning or enlarging several contracts. Laidlaw Transit improved its ranking because it acquired other transportation companies.

They employ lots of people and pay more

Alaska's Top 100 employers are responsible for over 22 percent of all wage and salary jobs in the state. (See Figure 1.) Moreover, these employers provide over 30 percent of all jobs in Alaska's private sector. In 1995, employment growth for the big employers mirrored the rest of the economy. *Trends* 100 employment grew by 1.3%, compared to 1.1% for the overall wage and salary workforce. It does lag, however, behind the overall private sector growth rate of 1.8%. Last year, and during most previous years, the *Trends* 100 performed better than the rest of the state's private sector employers. Last year's downsizing activity within several of the state's largest firms may have taken its toll.

In 1995, these 100 largest enterprises paid out \$2.1 billion in wages. The average annual wage paid by the *Trends* 100 was \$37,030. For the rest of the private sector, the average annual wage was \$27,176, and \$37,879 for the public sector. A primary reason for the higher wage is the large presence of the oil industry and its accompanying high wages. The oil industry, as part of the top 100, is responsible for 12% of this cadre of workers versus just 5% of the workforce for the entire private sector. The average annual wage for oil industry jobs employed by the *Trends* 100 was \$83,375.

Most of the oil industry is employed in the *Trends* 100

Unlike any other industry, the vast majority of all oil industry jobs have always been among the *Trends* 100 employers. In 1995, 81% of all oil industry employees were working for the state's biggest private sector employers. This is an increase from 73% in 1994. During the past year, the number of oil industry firms among Alaska's largest employers also grew—from seven to eight. Schlumberger Technology is the newest addition. This occurred in spite of the fact that total oil industry employment fell by 9% in 1995. Partnerships with the producers and other arrangements have made it possible for certain groups of oil industry firms to expand and grow.

Retail remains the biggest player

In 1995, the state's largest retailers employed 28% of all *Trends* 100 employment—making it the single largest slice of the pie. (See Figure 2.) Nearly a third of the 10 largest employers are retailers. None of this is surprising given the spectacular growth and recent arrival of national retailers to the Alaskan market during the past three years. Retail's payroll share represents only 11% of total payroll. The predominance of part-time employment and the generally lower wages in this industry explain the difference between employment and payroll.

One-third of the retailers on the list are eating and drinking places. The remaining employers are warehouse retailers, discount merchandisers, grocery operations and gas station/convenience store operators.

It is true that retail's presence is large; however, its share of total retail employment is just 35%. Unlike the oil industry or other industries, retailing still tends to be dominated by smaller firms. Although there were 24 retailers in the *Trends* 100, which makes it the single largest group, there are more than 3,800 other retailers doing business in Alaska.

Manufacturing is a prominent player in the *Trends* 100

In Alaska, manufacturing employs only 9% of the private sector workforce, but among the state's largest employers, manufacturing is responsible for 17% of the employment. Seafood processing is the principal player with 14 firms, the identical number as in 1994. Timber, on the other hand, with two firms on the list, came up one short in 1995 because of the 1994 closure of the Alaska Pulp Mill in Sitka.

Air transportation stays interesting

What happened among air transportation's largest employers is a reflection of the dynamics of the industry. One air transportation employer joined the *Trends* 100, and

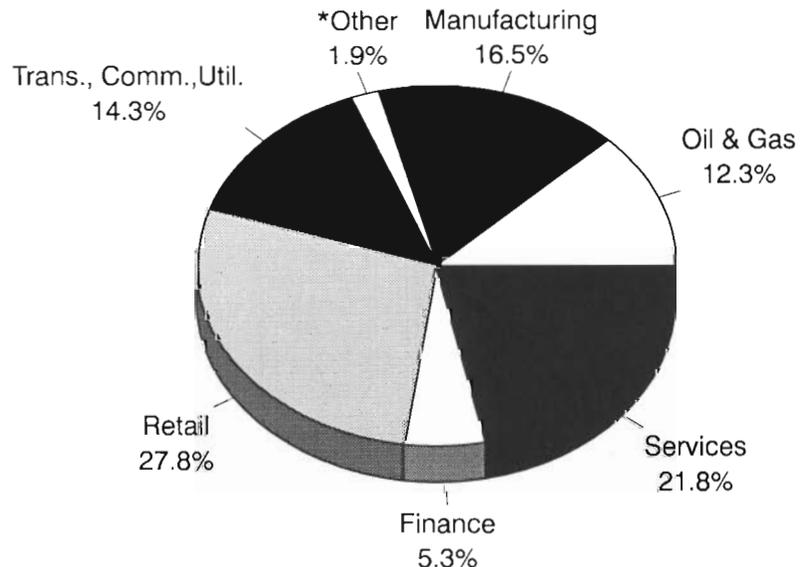
Trends 100 Movers
(Firms moving up 10 or more ranks from 1994)

- Tyson Seafood Company
- Ocean Beauty Seafoods
- Cook Inlet Processing
- Piquiniq Management Corp.
- Nabors Alaska Drilling
- Westward Seafoods
- Laidlaw Transit
- North Pacific Processors
- Silver Bay Logging
- Mayflower Contract Svcs. (acquired by: Laidlaw)

Source: Alaska Department of Labor, Research & Analysis Section.

Figure • 2

Most of the *Trends* 100 Employees Hold Jobs in Retail and Services



* Includes hard rock mining, wholesale trade, and construction.
Source: Alaska Department of Labor, Research and Analysis Section.

T a b l e • 5

**Nonprofit Organizations Employ 13%
of the Trends 100 Workforce**

1	Providence Hospital	1,998
2	Fairbanks Memorial Hospital	973
3	Yukon Kuskokwim Health Corporation	652
4	Tanana Chiefs Conference	555
5	Southeast Alaska Regional Health Corp.	482
6	Maniilaq Association	447
7	Norton Sound Health Corporation	345
8	Hope Cottages	343
9	Providence Extended Care Center	333
10	Valley Hospital	330
11	Bristol Bay Area Health Corporation	301
12	Salvation Army	300
13	Ketchikan General Hospital	300
14	AK Special Education & Training (ASETS*)	279
	Total	7,638

Source: Alaska Department of Labor, Research and Analysis Section.

one fell off the list, keeping their number at eight. MarkAir's early closure in 1995 meant it fell off the list. MarkAir Express, however, still became a top 100 player because of its late closure in the year. MarkAir's replacement was Dynair—one of the newcomers in 1995. Dynair provides a variety of airline services to the airlines and airport. As more airlines contract out more of their business, firms like Dynair benefit. Federal Express improved its ranking by five places as it continues to expand its operations and, as mentioned earlier, Alaska Airlines broke into the illustrious top 10 group.

**Nonprofits and health care
dominate services**

Fourteen nonprofits in the state are among the state's largest employers. (See Table 5.) Nearly all of them provide some kind of health care or social service. Health care reigns king because most of these companies provide around-the-clock and year-round employment, and most of the big health care providers in the state are nonprofits.

T a b l e • 6

Comparing the "Top Ten" Over the Past Decade

Rank 1995	Top 10 Employers in 1995	Rank 1985	Top 10 Employers in 1985
1	Carr Gottstein Foods	1	ARCO Alaska
2	Providence Hospital	2	Carr Gottstein Grocery
3	ARCO Alaska	3	Providence Hospital
4	Fred Meyer	4	Standard Alaska Production Co. (now: BP Exploration)
5	VECO	5	Lutheran Hospital & Homes Society (now: Fbks. Memorial Hosp.)
6	Wal-Mart/Sam's Club	6	Alascom
7	Alaska Airlines	7	National Bank of Alaska
8	Trident Seafoods	8	Alyeska Pipeline Service Company
9	National Bank of Alaska	9	Safeway Stores
10	BP Exploration	10	First National Bank of Anchorage

Source: Alaska Department of Labor, Research and Analysis Section.

Alaska Regional Hospital in Anchorage is the one exception. These nonprofit health care providers also usually represent the largest or near-largest employer in their respective communities. For example, Norton Sound Health Corporation (Kotzebue), Fairbanks Memorial Hospital (Fairbanks), Yukon Kuskokwim Health Corporation (Bethel), Bristol Bay Health Corporation (Dillingham), Valley Hospital (Mat-Su Borough), and Providence Hospital (Anchorage) are either the largest or next-to-largest employer in their respective communities.

Other nonprofit organizations such as Tanana Chiefs, Maniilaq Association, the Salvation Army, and ASETS* provide a mixture of social and health-care-related services, training and educational services. They, too, are often one of the largest employers in their respective communities. Alaska's not-for-profit sector's presence will likely increase in the future as direct government services continue to devolve and nonprofits step in to fill that gap.

Hotels are other big players in services. One hotel fell off the list this year. However, this was only because the smaller firms on this year's list are a bit larger than the smaller firms on last year's list. Some hotels improved their standings and others slipped a bit. Like hospitals, hotels are labor-intensive, around-the-clock, seven-day-a-week

businesses. Unlike health care, employment in the hospitality industry is extremely seasonal. As the visitor industry continues to grow, new players may join this list.

The financial group remains stable

Since 1989, the same four financial institutions have graced the financial services roster. There are three banks and one credit union: National Bank of Alaska, First National Bank of Anchorage, Key Bank of Alaska, and Alaska USA Federal Credit Union. In the past year, their employment changed only slightly.

Trends 100 are found everywhere

Although two-thirds of these employers have their largest work site or headquarters in Anchorage, only one sixth are exclusively in Anchorage. For example, Carr Gottstein Foods is headquartered in Anchorage, but it has 14 other locations around the state. None of the 14 fish processors, nor either of the two timber firms, is based in Anchorage. These big employers can be found in all regions and different-sized communities in the state. The smallest community in the state with one of these companies' largest work sites is Akutan, located on the Aleutian Islands.

Retail and Services Dominate Top Employers

by Todd Mosher

The Alaska New Hires Quarterly Report focuses on seasonal hiring patterns of employers by industry, region, and occupation. The report assists employment services agencies and job-seekers as they hone in on work opportunities for the coming quarter. A *new hire* is defined as an employee who was not working for the employer in any of the previous four quarters. Since new hires data include job turnover, readers are cautioned against making broad inferences about Alaska job growth trends based only on quarterly new hires data.

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In the fall of 1995, 46,823 new hires were put on Alaska payrolls, 27,701 fewer than the peak summer season and about the same as the previous fall. (See Table 1.) Table 2 is a list of the top 100 ranks of employers with new hires for the fourth quarter of 1995. Including ties, 102 employers made the list—88 private employers and 14 public employers.

Who's who on the top employers for new hires list

Retailers and service providers accounted for 67 of the 88 private employers appearing on the list of top employers for new hires in the fourth quarter of 1995. The 36 retailers on the list accounted for 5,460 new employees, while the 31 service-providing firms accounted for 3,164. Together, these 67 businesses took in over 18 percent of the state's total new hires for the quarter. Of the six private employers in the top 10, five were retailers. Carr Gottstein led the retail group with 431 fourth-quarter new hires, followed by Fred Meyer, Wal-Mart/Sam's Club, Kmart, and Pizza Hut. The remaining private employer in the top 10 was Ogden Facility Management, a company that manages special events and hires many temporary workers for specific projects.

Four of the top 10 employers for new hires in fourth quarter 1995 were public employers: State of Alaska, Anchorage School District,

University of Alaska, and Fairbanks North Star Borough School District. Most of the new workers for these employers were administrative support workers, teachers, and teachers' aides.

A large number of workers does not always mean a large number of new hires for a given season. Of the 88 private employers appearing on the list of top employers for new hires in fourth quarter 1995, only half (44) were *Trends* 100 employers. (*Trends* 100 employers are shaded on Table 2.) About two-thirds of those 44 were retailers or service providers.

Why did some large employers make the list, while others did not?

Seasonality. Some major employers are missing from the fourth-quarter list of top employers for new hires because of seasonality. That is, they did much more hiring in the spring and summer than in the fall. This was true of most Alaska employers, but it was more pronounced for many seafood processors and tourist-dependent employers. Many retailers get a second boost from the holiday shopping season that seafood processors and tourist transportation firms do not.

Turnover. New hires data include employees brought on to fill openings for pre-existing positions, i.e., job turnover. Missing the list of top employers for new hires is not necessarily a negative. In some cases, it may mean that an employer is providing stable, higher-paying jobs that result in less turnover. On the other hand, some industries, such as retail, services, and seafood processing, tend to have higher rates of turnover that boost their new hires counts. *Trends* 100 employers in these industries are more likely to appear on the list of top firms for new hires. The positive side of a higher rate of turnover is that it provides many entry-level opportunities for less-experienced workers.

Alaska New Hires¹ 4th Quarter 1995

	4th Qtr 95	Change from 3rd Qtr 95	Change from 4th Qtr 94
Total New Hires:	46,823	-27,701	406
By Region²			
Northern	2,560	-1,736	-35
Interior	6,065	-4,458	253
Southwest	3,493	-3,719	-768
Anchorage	23,286	-6,194	743
Gulf Coast	4,605	-5,981	-109
Southeast	6,127	-4,852	221
Offshore	163	-662	2
Outside	337	-183	80
Unknown	187	84	19
By Industry			
Ag./Forestry/Fishing	267	-510	-6
Mining	1,231	-842	411
Oil & Gas Extraction	1,008	-692	354
All Other	223	-150	57
Construction	4,688	-4,364	-92
Manufacturing	2,232	-8,940	-435
Seafood Processing	996	-8,253	-380
All Other	1,236	-687	-55
Trans./Comm./Util.	3,007	-1,795	-182
Tourism Related	610	-504	188
All Other	2,397	-1,291	-370
Wholesale Trade	1,370	-1,064	55
Retail Trade	13,722	-3,795	423
Fin./Ins./Real Estate	1,526	-704	-486
Services	13,302	-4,647	927
Hotels & Lodging	1,047	-1,735	55
All Other	12,255	-2,912	872
Public Admin. ³	5,478	-1,038	-209

Mining, retail, and services showed strong year-to-year growth

Comparing fall quarter 1995 with the fall of 1994, mining (including oil extraction and oil field services), retail, and services showed the strongest growth in new hires. (See Table 1.) Project work and contract services accounted for the bump in new hires in the oil field services sector, while retail and services appeared to benefit from a larger

¹ A "new hire" is defined as an employee that was hired by the firm in the report quarter and was not employed by the firm during any of the previous four quarters.

² An employee's region is determined by his or her actual place of employment.

³ Includes all employees of publicly-owned institutions.
Source: Alaska Department of Labor, Research and Analysis Section.

Start-up Businesses. Some of Alaska's larger employers had fewer fourth-quarter new hires than relatively smaller firms that first opened for business in the final quarter of 1995. An example of a business start-up is Computer City, a Tandy Corporation store, which opened in Anchorage late last year and ranked 29th among private employers with 113 fourth-quarter new hires. By definition, start-ups consist entirely of new hires. Moreover, in the early going, some start-ups will have a higher-than-average rate of turnover as they get their feet wet in a new market, further adding to their new hires counts. However, unless a start-up firm is very large or unless it expands rapidly, it will quickly drop off the list of top employers for new hires as its workforce stabilizes.

Top employers for new hires by occupational groups

Table 3 shows the top five employers for new hires in fourth quarter 1995 by major occupational groups. Some employers did not provide occupational data for their employees and are excluded from the table. Some of the *Trends* 100 employers, with relatively low rates of job turnover that kept them off the list of top employers for *total* new hires, did make at least one of the top five lists of top employers for new hires sorted by *occupational groups*. (See Table 3.) For example, ARCO Alaska and BP Exploration were not in the top 100 employers for fourth-quarter new hires, but both were in the top five for the occupational group that includes engineers and scientists. In addition, BP Exploration was fifth for newly hired mechanics and repairers in the final quarter of last year. Some hospitals and health care companies that missed the top 100 list for total new hires were still important employers of newly hired health occupation workers.

The holiday shopping season and the start of the school year meant seasonally strong hiring of teachers and other workers in education-related occupations, miscellaneous service workers, administrative support workers, and retail salespersons. (See Table 4.)

Top 100 Employers for New Hires 4th Quarter 1995

Rank Among Private Firms	Overall Rank	Employer	4Q95 New Hires	Areas with Most New Hires or Headquarters ¹	Business Activity
...	1	State of Alaska	579	Juneau Borough	State Government
...	2	Anchorage School District	543	Anchorage Borough	Public Schools
1	3	Carr Gottstein Foods	431	Anchorage Borough	Grocery
...	4	University of Alaska	409	Anchorage, Fairbanks NS Bor. (tied)	Public Universities
2	5	Fred Meyer	407	Anchorage Borough	Grocery/General Merchandise
3	6	Ogden Facility Management	380	Anchorage Borough	Facilities Management
4	7	Wal-Mart/Sam's Club	363	Anchorage Borough	General Merchandise
5	8	Kmart	360	Anchorage Borough	General Merchandise
6	9	Pizza Hut	313	Anchorage Borough	Eating Establishment
...	10	Fairbanks North Star Borough Schools	276	Fairbanks North Star Borough	Public Schools
7	11	Qwick Construction	260	Kenai Peninsula Borough	Oil Field Services
8	12	Burger King	232	Anchorage Borough	Eating Establishment
9	13	Alaska Commercial Company	230	Bethel Census Area	General Merchandise
10	14	Sears Roebuck	211	Anchorage Borough	General Merchandise
11	15	Kinn Enterprises, dba McDonald's	196	Anchorage Borough	Eating Establishment
...	16	Kenai Peninsula Borough Schools	181	Kenai Peninsula Borough	Public Schools
...	17	Lower Kuskokwim School District	176	Bethel Census Area	Public Schools
12	18	Salvation Army	174	Anchorage Borough	Social Services
13	19	Hanna Auto Wash	173	Anchorage Borough	Automobile Services
14	20	J C Penney	169	Anchorage Borough	General Merchandise
15	21	Lamonts	165	Anchorage Borough	Apparel
16	22	Alaska Petroleum Contractors	161	North Slope Borough	Oil Field Services
17	23	Kelly Services	160	Anchorage Borough	Personnel Services
18	24	United Parcel Service	152	Anchorage Borough	Courier Service
19	25	Tesoro Northstore Co. (7-11)	145	Anchorage Borough	Retail/Gas Station
20	26	Denali Foods/Taco Bell	141	Anchorage Borough	Eating Establishment
21	27	Adams & Associates	131	Anchorage Borough	Personnel Services
22	28	Safeway	128	Anchorage Borough	Grocery
...	28	Juneau Borough School District	128	Juneau Borough	Public Schools
...	28	Municipality of Anchorage	128	Anchorage Borough	Local Government
23	31	Southeast Stevedoring	125	Pr. of Wales, Outer Ketchikan C.A.	Water Transportation Svcs.
...	32	North Slope Borough	121	North Slope Borough	Local Government
...	33	City & Borough of Juneau	117	Juneau Borough	Local Government
24	34	Hooters	116	Anchorage Borough	Eating & Drinking Establishment
24	34	Golden Frontier Ent., dba McDonald's	116	Fairbanks Northstar Bor.	Eating Establishment
...	36	Mat-Su Borough Schools	115	Mat-Su Borough	Public Schools
26	36	Nordstrom	115	Anchorage Borough	Department Stores
26	36	Costco	115	Anchorage Borough	General Merchandise
26	36	Alyeska Resort	115	Anchorage Borough	Hotel/Resort
29	40	Computer City (Tandy)	113	Anchorage Borough	Computer Store
30	41	VECO	111	Fairbanks North Star Borough	Oil Field Services
31	42	Kentucky Fried Chicken	109	Anchorage Borough	Eating Establishment
32	43	Piping Design Services	107	Anchorage Borough	Engineering & Arch. Svcs.
33	44	Q1 Corp.	106	Anchorage Borough	Janitorial
33	44	Wendy's	106	Anchorage Borough	Eating Establishment
35	46	Anchorage Daily News	103	Anchorage Borough	Newspaper
35	46	Personnel Plus	103	Anchorage Borough	Personnel Services
37	48	Rural Alaska Community Action	102	Wade Hampton Census Area	Social Services
37	49	Chugach North Technical Services	100	Anchorage Borough	Personnel Services
37	49	Laidlaw Transit	100	Anchorage Borough	Bus Charter Services
37	49	Little Caesar's	100	Mat-Su Borough	Eating Establishment
41	52	Osborne Construction	99	Bristol Bay Borough	Construction
42	53	Northern Pacific Service (NPS)	97	Anchorage Borough	Janitorial
...	53	Bering Strait School District	97	Nome Census Area	Public Schools
43	55	Providence Hospital	96	Anchorage Borough	Hospital
43	55	McDonald's (Davidson Ent. Franchise)	96	Anchorage Borough	Eating Establishment
45	57	Fairbanks Memorial Hospital	95	Fairbanks North Star Borough	Hospital

Top 100 Employers for New Hires 4th Quarter 1995

Rank Among Private Firms	Overall Rank	Employer	4Q95 New Hires	Areas with Most New Hires or Headquarters ¹	Business Activity
45	57	Cusack Development	95	Anchorage Borough	Hotel & Drinking Establishment
47	59	Kiewit Pacific	94	Fairbanks North Star Borough	Construction
47	59	Pinette's Show Club	94	Anchorage Borough	Eating & Drinking Establishment
49	61	Godfather's Pizza	93	Anchorage Borough	Eating Establishment
50	62	Toys R Us	91	Anchorage Borough	Specialty Store
51	63	Qualified Contractors	90	Ketchikan Gateway Borough	Repair Shop
52	64	Piquiniq Management Corporation	88	North Slope Borough	Facilities Management
53	65	Burlington Coat Factory	86	Anchorage Borough	Apparel
...	66	North Slope Borough School District	83	North Slope Borough	Public Schools
54	66	Flying Nurses	83	Anchorage Borough	Personnel Services
55	68	Alaska Executive Search	80	Anchorage Borough	Personnel Services
56	69	Mapco Express	78	Anchorage Borough	Retail/Gas Station
57	70	Ketchikan Pulp Mill	77	Ketchikan Gateway Borough	Pulp & Lumber Products
57	70	National Bank of Alaska	77	Anchorage Borough	Banking
57	70	Norton Sound Health Corporation	77	Nome Census Area	Health Care
60	73	Alpine Glass of Alaska	76	Anchorage Borough	Auto Glass Repair
61	74	Roasters of Alaska (dba Kenny Rogers)	75	Anchorage Borough	Eating Establishment
61	74	Subway of Alaska	75	Anchorage Borough	Eating Establishment
63	76	Westmark Hotels	74	Anchorage Borough	Hotel
64	77	Denny's of Alaska	73	Anchorage Borough	Eating Establishment
64	77	Ocean Trawl	73	Aleutians West Census Area	Seafood Processing
64	77	Eastgate Theatre	73	Anchorage Borough	Motion Picture Theaters
64	77	Guardian Security Systems	73	Anchorage Borough	Security Services
68	81	Yukon Kuskokwim Health Corporation	71	Bethel Census Area	Health Care
69	82	Dynair Services	70	Anchorage Borough	Airport Services
70	83	Williams, Inc. (Alaskan and Proud)	68	Juneau Borough	Grocery
71	84	Alaska USA Federal Credit Union	67	Anchorage Borough	Credit Union
72	85	Omni Enterprises	66	Bethel Census Area	Grocery
72	85	Tanana Chiefs Conference	66	Yukon-Koyukuk Census Area	Social Services/Health Care
74	87	American Building Maintenance (ABM) Co. of the West	65	Anchorage Borough	Janitorial
74	87	West Coast Stevedoring	65	Valdez-Cordova C.A.	Water Transportation Svcs.
74	87	OfficeMax	65	Anchorage Borough	Office Supplies/Furniture
...	87	Northwest Arctic Borough Schools	65	NW Arctic Borough	Public Schools
74	87	Lone Star Steakhouse & Saloon	65	Anchorage Borough	Eating & Drinking Establishment
74	87	Alaska Fresh Seafood	65	Kodiak Island Borough	Seafood Processing
79	93	The Andrews Group (TAG)	64	Fairbanks North Star Borough	Facilities Management
79	93	Tyson Seafood Company	64	Kodiak Island Borough	Seafood Processing
79	93	Camp Fire Alaska Council	64	Anchorage Borough	Civic & Social Associations
82	96	Gourmet Ventures	63	Anchorage Borough	Catering
83	97	Manpower International	62	Anchorage Borough	Personnel Services
84	98	Doyon Drilling	60	North Slope Borough	Oil Field Services
85	99	IBEW #1547	59	Anchorage Borough	Labor Organization
86	100	NANA/Marriott Joint Venture	58	Anchorage Borough	Catering
86	100	Pinkertons	58	Anchorage Borough	Security Services
86	100	Mayflower Contract Services ²	58	Mat-Su Borough	Bus Charter Services

Shading indicates the employer is on the Trends 100 list.

New hires totals include turnover.

Areas are based on 2-digit Census Area code reported on the Occupational Data Base.

¹ If worker's area is not reported, the primary work site of the employer is used.

² Subsequently acquired by Laidlaw Transit.

Source: Alaska Department of Labor, Research and Analysis Section.

Top Employers for New Hires by Selected Occupational Groups 4th Qtr 1995

Occupational Group/Employer	New Hires	Occupational Group/Employer	New Hires
Engineers, Architects, Scientists		Agricultural, Forestry & Fishing Occupations	
State of Alaska	30	Gildersleeve	56
Alaska Anvil	26	Phoenix Logging	20
ARCO Alaska	11	Interpac Forest	19
BP Exploration Alaska	9	Silver Bay Logging	18
Municipality of Anchorage	9	Ketchikan Pulp Mill	17
VECO	9	Byron Brothers Cutting	17
Teachers, Librarians, Counselors		Mechanics & Repairers	
Anchorage School District	177	Qwick Construction	19
University of Alaska	168	Legacy Fishing	18
Kenai Peninsula Borough Schools	167	Carlile Enterprises	16
Fairbanks North Star Borough Schools	92	Wal-Mart/Sam's Club	16
Juneau Borough School District	74	BP Exploration Alaska	15
Health Occupations		Construction & Extractive Occupations	
Providence Hospital	35	Qwick Construction	109
Valley Hospital	24	Alaska Petroleum Contractors	81
Southeast Alaska Regional Health	24	VECO	60
Ketchikan General Hospital	19	Nabors Alaska Drilling	48
Yukon Kuskokwim Health Corp.	16	Osborne Construction	46
North Care Partners	16	Nevada Goldfields	46
Technologists & Technicians, Except Health		Production Occupations	
State of Alaska	26	Alaska Fresh Seafood	64
University of Alaska	23	Tyson Seafood Company	63
Piquiniq Management	19	Icicle Seafoods	49
Computer Task Group	19	Norquest Seafood Company	42
Lounsbury & Associates	13	UniSea	41
Marketing & Sales Occupations		Transportation & Material Moving Occupations	
Carr Gottstein Foods	279	Ocean Trawl	73
Wal-Mart/Sams Club	256	Alaska Interstate Construction	25
Sears Roebuck	165	Peak Oilfield Service	22
Lamonts	141	Hawk Inlet Services	19
Alaska Commercial Company	136	Silver Bay Logging	18
Administrative Support Occupations		Handlers, Helpers, Laborers & Misc. Occupations	
Anchorage School District	247	Qwick Construction	129
State of Alaska	177	Southeast Stevedoring	125
Kelly Services	160	Safeway	83
Fairbanks North Star Borough Schools	138	Dynair Services	62
Piping Design Services	107	West Coast Stevedoring	60
Service Occupations			
Pizza Hut	290		
Burger King	223		
Kinn Enterprises, dba McDonald's	195		
Denali Foods/Taco Bell	141		
State of Alaska	132		

Shading indicates 1995 Trends 100 employers. Excludes employers that did not provide timely and valid occupational codes on their quarterly wage reports. Occupational groups are based on major occupational headings in the 1980 Standard Occupational Classification Manual. Some major groups have been combined or re-grouped to simplify the analysis. Food-service and driver-sales workers for eating and drinking places are treated as service occupations. New hires totals include turnover.

Source: Alaska Department of Labor, Research and Analysis Section.

job base from recent start-ups of large stores and eating and drinking establishments and increased demand for business and health services.

Fall seafood new hires floundered; finance cut costs

Seafood processing new hires are typically at their lowest in the fourth quarter, but in 1995 they fell well below fall 1994 levels. There were 380 fewer seafood processing new hires in the final quarter of 1995 than in 1994. (See Table 1.) The finance sector also fared poorly for job opportunities; it had 486 fewer new hires in the fall of 1995 than in

the previous fall. There was some small-scale downsizing in the industry in 1995, and technology and outsourcing were holding down demand for new workers.

Interior, Anchorage, and Southeast showed steady growth

Compared with the previous fall quarter, the Interior, Anchorage, and Southeast regions had three to four percent growth in new hires in 1995. (See Table 1.) The Southwest and Gulf Coast regions lost ground compared to the fourth quarter of 1994, while the Northern region was basically flat.

T a b l e • 4

Top 20 Occupations for New Hires 1st Quarter 1995 through 4th Quarter 1995

Occupational Group ¹	1Q95 Winter	2Q95 Spring	3Q95 Summer	4Q95 Fall	Four Qtr. Average
Other Service	8,230	15,167	13,448	9,759	11,651
Admin. Support	5,293	8,319	7,215	6,062	6,722
Salespersons; Retail	3,278	6,707	6,142	4,833	5,240
Handlers & Laborers	3,970	7,883	8,625	4,276	6,189
Construction Trades	1,588	4,189	5,397	2,952	3,532
Transportation	1,392	2,914	2,399	1,400	2,026
Mechanics & Repairers	1,144	2,139	1,696	1,270	1,562
Teachers, except Postsecondary	755	690	1,009	1,112	892
Fabricators, Assemblers, & Hand Working ²	4,851	4,687	8,338	1,015	4,723
Protective Service	591	832	818	736	744
Helpers	472	976	1,048	655	788
Officials & Administrators, Other	677	836	733	654	725
Material Moving	384	1,321	1,121	488	829
Management Related Occupations	511	622	606	478	554
Social, Recreation & Religious	450	551	599	358	490
Forestry & Logging	253	610	662	313	460
Writers, Artists, Performers	219	303	370	287	295
Health Technologists & Technicians	210	332	303	242	272
Engineers, Surveyors & Architects	212	306	313	197	257
Other Agricultural	166	1,055	590	146	489

Shading indicates peak period for new hires, with the highest quarter in bold typeface. Sorted by 4th quarter totals.

¹ Based on two-digit Standard Occupational Code, 1980 Standard Occupational Classification Manual.

² Includes seafood processing hand-working occupations.

Source: Alaska Department of Labor, Research and Analysis Section.

Methodology

The new hires series is produced by matching Occupational Data Base files, Alaska Department of Labor wage files, and Permanent Fund Dividend files keyed on employer numbers and employee social security numbers. This match is made for the report quarter and the four previous quarters. Each employer's full listing of employees is considered for the report quarter. If an employee worked for the employer in any of the previous four quarters, he or she is considered continuously employed or a seasonal rehire and is excluded from the new hires subset; otherwise, the employee is defined as a new hire for that employer.

A worker can be counted as a new hire for more than one employer during the report quarter, but not more than once for the same employer. This method purposely treats the turnover of an existing job as a new hire. The new hires series is designed to measure job opportunities provided by the combined effect of turnover and job growth.

An employee's region is set by his or her actual place of employment, unless that information is not provided by the employer. Historically, employers do not report place of employment information for about 10 percent of all employees. In that case, the employee's region is determined by the location of the employer.

Alaska's Fire Season Leaves a Strong Impression

by Brigitta Windisch-Cole

Alaska's unemployment rate for May was 7.0%, half a percentage point below April's rate. (See Table 4.) For the first time this year, the jobless rate fell below last year's level. It was also the lowest unemployment rate for the month of May since 1989. The decrease can be attributed to fewer jobseekers coming from outside Alaska than in previous years. This change creates opportunities for Alaska's 21,600 unemployed to find jobs. Further declines in the jobless rate are likely as summer hiring gets into full swing.

Alaska's early summer season kicked off with employment growing by 10,500 jobs during May. (See Table 1.) The over-the-year employment comparison showed 2,200 new jobs, pacing growth at a moderate 0.8%. Although last May's employment grew at a faster rate (1.1%), there are strong indicators that Alaska's workforce will grow much more rapidly in future months. Outside the usual upswing in seasonal employment, construction industry employment can expect an additional boost when reconstruction begins on the torched residences of the Mat-Su Borough following this summer's devastating forest fires.

Construction is turning in a strong performance

Employment in construction industries amounted to 13,300 jobs, pushing May employment to its highest level in 10 years. Among the many construction projects yet to start are a marine research facility on Kodiak and the installation of Alyeska Pipeline Service Company's \$100 million fiberoptic network. The reconstruction of residences in the forest-fire-ravaged Mat-Su Borough will top off what is expected to be a frenzied construction season.

Trade and services industries also have stepped up employment in preparation for the visitor season. An expanding visitor industry has contributed to employment increases in trade and services industries that surpassed last year's levels by 900 and 1,400 jobs respectively. (See Table 1.) Three new hotels opened during May, adding over 230 rooms for Fairbanks' visitors and over 100 rooms at the Denali Park entrance.

Employment in oil-related industries has grown by 1.9% over the year. The industry's efforts to tap more production from existing fields have resulted in more jobs. Other mining employment has shown a 10.9% growth over the year. With such a stepped-up performance, mining industries have placed themselves into a front-runner position. New discoveries and exploratory activities have created over 100 new jobs.

Government employment in May was 100 jobs stronger than a year ago, countering a ten-months-long trend. While employment in federal government in annual comparisons has been down since early 1994, education-related employment showed sufficient gains on the local and state levels this month to offset the loss of federal jobs. Moreover, the state's contingent workforce that includes the state's emergency firefighters grew larger this month. Alaska's firefighters started their seasonal employment with a major call-out. In early May, about 230 fire fighters were combatting the Hidden Creek wildfire near Skilak Lake.

This fire on the Kenai Peninsula was just the harbinger of a cataclysmic wildfire season. To date, the Alaska Fire Service, a Bureau of Land Management (BLM) division, has already documented 520 wildfires. So far, the fires have tested the skills of Alaska's emergency fire crews in a series of perilous call-outs.

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The wildfire fighters of Alaska

From May through August, Alaska's firefighters must stay alert, ready to act on a moment's notice. Both state and federal governments share the responsibility of wildfire protection and suppression. BLM's Alaska Fire Service coordinates the training and equipping of 44 crews in three management zones; Alaska's Division of Forestry manages 28 crews from seven area offices; and the U.S. Forest Service directs one crew in Southeast Alaska. The Tazlina Hot Shots, a private firefighter crew of 20, complements the on-alert state and federal crews. The training center for this crew, which operates with help from public funds, is Glennallen. The Alaska Interagency Fire Coordination Center in Fairbanks processes all orders for crews out of their home zone and to the Lower 48.

Alaska's emergency workforce roster

This year, 73 emergency firefighter (EFF) crews are on a call-out list, forming a contingent workforce of 1,168. In addition, a 20-member training team practices and studies advanced fire suppression techniques with the Alaska Fire Service. Three hot shot crews with 20 professionals in each group are in Alaska during the fire season. The elite and first-to-respond emergency crews are Alaska's smoke-jumpers, who parachute into the most critical fire areas. Currently, 65 smoke-jumpers are on active duty.

Rural Alaskans are at the front lines

Most EFF crew members come from rural Alaska. (See Figure 1.) The Yukon-Koyukuk region is a major recruiting area for BLM. Both federal and state governments work in close cooperation to recruit personnel and provide EFF training in Alaska's remote villages.

Crew bosses living in these villages assemble crews from the available population. Recruits must pass a physical fitness test and possess a "red card" that attests to fitness and readiness. On a call-out, a vil-

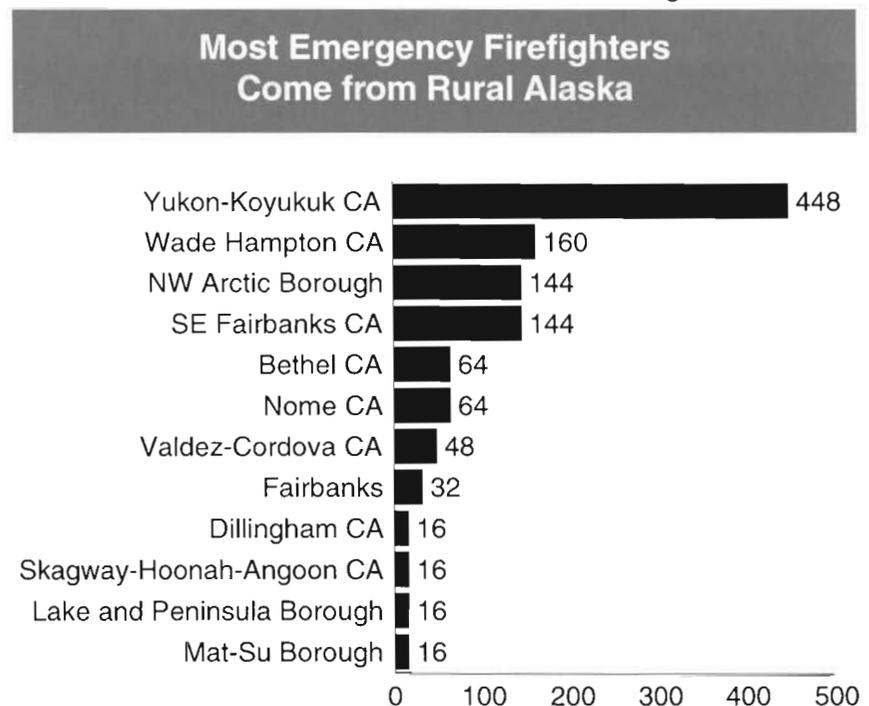
lage crew prepares for an air-lift to a wildfire scene where its members remain until officially released.

Work days and weeks can be long for firefighters

Firefighters work up to 16-hour shifts for up to 21 consecutive days. Government agencies provide specialty clothing and food. Wages for recruits differ between federal and state agencies. (See Table 5.) The state's pay scale is lower but compensates for overtime in excess of a 40-hour work week. Federal recruits receive no overtime pay. The EFF firefighters are not covered by unemployment insurance and are exempt from the usual payroll withholdings. However, pay received from firefighting duties is considered taxable income. In Alaska's remote villages, where limited economic opportunities exist, income earned from firefighting helps to sustain the rural lifestyle.

Hot shot crews and smoke jumpers are regular seasonal employees mostly on federal

Figure • 1



Source: State of Alaska, Division of Forestry.

T a b l e • 1

Nonagricultural Wage and Salary Employment by Place of Work

	Alaska					Municipality of Anchorage				
	p/ 5/96	r/ 4/96	Changes from			p/ 5/96	r/ 4/96	Changes from		
			5/95	4/96	5/95			5/95	4/96	5/95
Total Nonag. Wage & Salary	266,300	255,800	264,100	10,500	2,200	121,600	118,500	120,700	3,100	900
Goods-producing	39,000	36,200	39,000	2,800	0	11,300	10,000	11,200	1,300	100
Service-producing	227,300	219,600	225,100	7,700	2,200	110,300	108,500	109,500	1,800	800
Mining	10,000	9,900	9,700	100	300	2,800	2,900	2,700	-100	100
Construction	13,300	10,900	13,000	2,400	300	6,400	5,100	6,400	1,300	0
Manufacturing	15,700	15,400	16,300	300	-600	2,100	2,000	2,100	100	0
Durable Goods	3,400	3,300	3,500	100	-100	11,400	11,300	11,600	100	-200
Lumber & Wood Products	2,300	2,200	2,400	100	-100	4,100	4,200	4,200	-100	-100
Nondurable Goods	12,300	12,100	12,800	200	-500	2,100	2,100	2,100	0	0
Seafood Processing	9,100	8,900	9,600	200	-500	30,000	29,000	29,800	1,000	200
Pulp Mills	600	600	500	0	100	6,500	6,300	6,500	200	0
Transportation	23,200	21,600	23,200	1,600	0	23,500	22,700	23,300	800	200
Trucking & Warehousing	3,200	3,000	3,100	200	100	4,400	4,300	4,600	100	-200
Water Transportation	2,100	1,800	2,100	300	0	3,300	3,200	3,100	100	200
Air Transportation	7,100	6,700	7,200	400	-100	8,500	8,100	8,300	400	200
Communications	3,800	3,700	3,700	100	100	7,000	7,000	7,100	0	-100
Trade	55,500	52,500	54,600	3,000	900	33,400	32,900	32,400	500	1,000
Wholesale Trade	8,800	8,500	8,600	300	200	2,600	2,400	2,600	200	0
Retail Trade	46,700	44,000	46,000	2,700	700	7,000	6,900	6,700	100	300
Gen. Merch. & Apparel	8,900	8,400	8,900	500	0	28,500	28,300	28,600	200	-100
Food Stores	7,600	7,400	7,200	200	400	10,300	10,200	10,600	100	-300
Eating & Drinking Places	15,700	14,500	15,500	1,200	200	8,200	8,300	8,200	-100	0
Finance-Ins. & Real Estate	11,500	11,400	11,700	100	-200	10,000	9,800	9,800	200	200
Services & Misc.	62,700	60,300	61,300	2,400	1,400					
Hotels & Lodging Places	6,900	5,500	6,800	1,400	100					
Health Services	13,700	13,600	13,200	100	500					
Government	74,400	73,800	74,300	600	100					
Federal	17,200	16,800	17,800	400	-600					
State	22,200	22,200	21,900	0	300					
Local	35,000	34,800	34,600	200	400					

T a b l e • 2

Alaska Hours and Earnings for Selected Industries

	Average Weekly Earnings			Average Weekly Hours			Average Hourly Earnings		
	p/ 5/96	r/ 4/96	5/95	p/ 5/96	r/ 4/96	5/95	p/ 5/96	r/ 4/96	5/95
	Mining	\$1,343.54	\$1,200.30	\$1,222.09	52.4	47.2	49.8	\$25.64	\$25.43
Construction	1,162.19	1,102.42	1,185.03	45.9	43.3	46.2	25.32	25.46	25.65
Manufacturing	531.73	483.91	514.60	45.1	42.9	43.5	11.79	11.28	11.83
Seafood Processing	389.63	360.24	378.35	47.4	45.6	44.2	8.22	7.90	8.56
Trans., Comm. & Utilities	650.67	663.82	634.11	34.5	34.2	34.5	18.86	19.41	18.38
Trade	401.61	405.14	407.10	33.0	33.1	34.5	12.17	12.24	11.80
Wholesale	633.98	618.22	624.46	38.1	37.4	38.1	16.64	16.53	16.39
Retail	358.88	364.99	366.73	32.1	32.3	33.8	11.18	11.30	10.85
Finance-Ins. & R.E.	486.88	494.49	457.37	35.8	36.2	35.4	13.60	13.66	12.92

Notes to Tables 1-3:

Tables 1 and 2- Prepared in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics.

Table 3- Prepared in part with funding from the Employment Security Division.

p/ denotes preliminary estimates.

r/ denotes revised estimates.

Government includes employees of public school systems and the University of Alaska.

Average hours and earnings estimates are based on data for full- and part-time production workers (manufacturing) and nonsupervisory workers (nonmanufacturing). Averages are for gross earnings and hours paid, including overtime pay and hours.

Benchmark: March 1995

Nonagricultural Wage and Salary Employment by Place of Work

Southeast Region	p/		Changes from		
	5/96	4/96	5/95	4/96	5/95
Total Nonag. Wage & Salary	37,100	35,100	37,000	2,000	100
Goods-producing	5,800	5,500	5,750	300	50
Service-producing	31,300	29,600	31,250	1,700	50
Mining	250	250	150	0	100
Construction	1,850	1,650	1,800	200	50
Manufacturing	3,700	3,600	3,800	100	-100
Durable Goods	1,850	1,750	1,900	100	-50
Lumber & Wood Products	1,700	1,600	1,750	100	-50
Nondurable Goods	1,850	1,850	1,900	0	-50
Seafood Processing	1,000	1,050	1,150	-50	-150
Pulp Mills	550	550	500	0	50
Transportation	3,250	2,700	3,250	550	0
Trade	7,100	6,400	7,000	700	100
Wholesale Trade	550	500	500	50	50
Retail Trade	6,550	5,900	6,500	650	50
Finance-Ins. & Real Estate	1,400	1,350	1,450	50	-50
Services & Misc.	7,000	6,500	6,850	500	150
Government	12,550	12,650	12,700	-100	-150
Federal	1,950	1,800	2,000	150	-50
State	5,350	5,500	5,500	-150	-150
Local	5,250	5,350	5,200	-100	50

Interior Region	p/		Changes from:		
	5/96	4/96	5/95	4/96	5/95
Total Nonag. Wage & Salary	37,650	35,000	36,900	2,650	750
Goods-producing	4,050	3,300	3,750	750	300
Service-producing	33,600	31,700	33,150	1,900	450
Mining	900	800	850	100	50
Construction	2,550	1,950	2,300	600	250
Manufacturing	600	550	600	50	0
Transportation	3,000	2,550	2,950	450	50
Trade	7,700	7,050	7,600	650	100
Finance-Ins. & Real Estate	1,050	1,050	1,000	0	50
Services & Misc.	8,750	8,150	8,450	600	300
Government	13,100	12,900	13,150	200	-50
Federal	3,450	3,400	3,650	50	-200
State	4,950	4,950	4,850	0	100
Local	4,700	4,550	4,650	150	50

Fairbanks North Star Borough

Total Nonag. Wage & Salary	32,650	30,400	31,800	2,250	850
Goods-producing	3,600	2,900	3,150	700	450
Service-producing	29,050	27,500	28,650	1,550	400
Mining	700	600	700	100	0
Construction	2,350	1,750	1,900	600	450
Manufacturing	550	550	550	0	0
Transportation	2,450	2,050	2,400	400	50
Trucking & Warehousing	550	500	550	50	0
Air Transportation	500	500	550	0	-50
Communications	300	300	300	0	0
Trade	7,050	6,500	7,000	550	50
Wholesale Trade	800	750	800	50	0
Retail Trade	6,250	5,750	6,200	500	50
Finance-Ins. & Real Estate	950	950	950	0	0
Services & Misc.	7,950	7,400	7,700	550	250
Government	10,650	10,600	10,600	50	50
Federal	2,900	2,850	3,100	50	-200
State	4,650	4,700	4,400	-50	250
Local	3,100	3,050	3,100	50	0

Anchorage/Mat-Su Region

Total Nonag. Wage & Salary	132,450	129,000	131,300	3,450	1,150
Goods-producing	12,100	10,800	12,050	1,300	50
Service-producing	120,350	118,200	119,250	2,150	1,100
Mining	2,800	2,850	2,750	-50	50
Construction	7,100	5,800	7,050	1,300	50
Manufacturing	2,200	2,150	2,250	50	-50
Transportation	12,450	12,300	12,700	150	-250
Trade	32,650	31,550	32,350	1,100	300
Finance-Ins. & Real Estate	7,400	7,450	7,550	-50	-150
Services & Misc.	36,050	35,400	34,950	650	1,100
Government	31,800	31,500	31,700	300	100
Federal	10,400	10,350	10,700	50	-300
State	9,250	9,200	9,050	50	200
Local	12,150	11,950	11,950	200	200

Gulf Coast Region

Total Nonag. Wage & Salary	27,400	25,400	27,350	2,000	50
Goods-producing	6,450	5,900	6,600	550	-150
Service-producing	20,950	19,500	20,750	1,450	200
Mining	1,050	1,000	1,100	50	-50
Construction	1,050	900	1,100	150	-50
Manufacturing	4,350	4,000	4,400	350	-50
Seafood Processing	3,100	2,750	3,200	350	-100
Transportation	2,350	2,050	2,350	300	0
Trade	5,150	4,700	5,050	450	100
Wholesale Trade	600	500	600	100	0
Retail Trade	4,550	4,200	4,450	350	100
Finance-Ins. & Real Estate	750	700	750	50	0
Services & Misc.	5,650	5,200	5,650	450	0
Government	7,050	6,850	6,950	200	100
Federal	650	600	700	50	-50
State	1,800	1,750	1,750	50	50
Local	4,600	4,500	4,500	100	100

Southwest Region

Total Nonag. Wage & Salary	16,800	16,600	16,900	200	-100
Goods-producing	5,150	5,200	5,350	-50	-200
Service-producing	11,650	11,400	11,550	250	100
Seafood Processing	4,900	4,950	5,100	-50	-200
Government	5,350	5,350	5,250	0	100
Federal	550	550	550	0	0
State	550	500	500	50	50
Local	4,250	4,300	4,200	-50	50

Northern Region

Total Nonag. Wage & Salary	15,150	15,150	14,900	0	250
Goods-producing	5,450	5,450	5,350	0	100
Service-producing	9,700	9,700	9,550	0	150
Mining	4,950	4,900	4,750	50	200
Government	4,650	4,650	4,750	0	-100
Federal	200	200	250	0	-50
State	300	300	350	0	-50
Local	4,150	4,150	4,150	0	0

T a b l e • 4

**Unemployment Rates
by Region & Census Area**

Not Seasonally Adjusted	Percent Unemployed		
	p/ 5/96	r/ 4/96	5/95
United States	5.4	5.4	5.5
Alaska Statewide	7.0	7.5	7.1
Anchorage/Mat-Su Region	5.8	6.1	5.9
Municipality of Anchorage	5.0	5.2	5.3
MatSu Borough	9.5	10.6	9.3
Gulf Coast Region	10.9	11.5	11.2
Kenai Peninsula Borough	12.1	13.3	10.9
Kodiak Island Borough	9.3	6.7	13.4
Valdez-Cordova	8.7	10.9	9.3
Interior Region	7.5	8.8	7.8
Denali Borough	4.8	11.2	5.9
Fairbanks North Star Borough	6.7	7.7	7.2
Southeast Fairbanks	11.7	17.0	10.1
Yukon-Koyukuk	19.0	18.8	18.2
Northern Region	13.3	11.7	11.2
Nome	15.4	14.5	13.5
North Slope Borough	5.9	4.7	3.4
Northwest Arctic Borough	20.1	17.2	18.2
Southeast Region	5.9	6.9	6.2
Haines Borough	6.2	11.4	7.3
Juneau Borough	4.8	5.0	5.0
Ketchikan Gateway Borough	6.8	7.9	6.0
Prince of Wales-Outer Ketch.	11.2	11.3	10.1
Sitka Borough	4.7	5.1	5.7
Skagway-Hoonah-Angoon	4.0	6.6	7.0
Wrangell-Petersburg	6.7	9.9	8.8
Yakutat Borough	6.2	6.6	7.7
Southwest Region	8.2	8.3	7.4
Aleutians East Borough	4.2	3.7	4.6
Aleutians West	2.4	2.5	2.9
Bethel	11.3	11.8	9.8
Bristol Bay Borough	5.5	6.2	4.9
Dillingham	8.4	10.1	5.9
Lake & Peninsula Borough	7.8	7.5	7.4
Wade Hampton	13.1	11.4	12.7
Seasonally Adjusted			
United States	5.6	5.4	5.7

p/ denotes preliminary estimates r/ denotes revised estimates

Benchmark: March 1995

- Comparisons between different time periods are not as meaningful as other time series published by the Alaska Department of Labor.
- The official definition of unemployment currently in place excludes anyone who has made no attempt to find work in the four-week period up to and including the week that includes the 12th of each month. Most Alaska economists believe that Alaska's rural localities have proportionately more of these discouraged workers.

Source: Alaska Department of Labor, Research and Analysis Section.

T a b l e • 5

**Emergency Firefighter
Hourly Pay Scale**

	Federal	State
Crew Member	\$13.44	\$10.65
Squad Chief (Type II)	14.76	11.70
Crew Boss	16.60	13.16

Source: U.S. Department of the Interior, Bureau of Land Management; State of Alaska, Division of Forestry.

payrolls. Individual job classifications determine pay and benefits. After the fire season ends in Alaska, these professional wildfire fighters often are sent to other states with off-setting fire seasons.

Summary

Alaska's firefighters were in the spotlight early this summer when most crews were called as numerous wildfires flared up. The Mat-Su fire left wide devastation behind. Rebuilding will, however, stimulate construction employment in future months, augmenting an already large workforce. In both the trade and services industries, employment expanded in response to the ever-growing visitor industry.

Alaska Employment Service

Anchorage: Phone 269-4800

Bethel: Phone 543-2210

Dillingham: Phone 842-5579

Eagle River: Phone 694-6904/07

Mat-Su: Phone 376-2407/08

Fairbanks: Phone 451-2871

Glennallen: Phone 822-3350

Kotzebue: Phone 442-3280

Nome: Phone 443-2626/2460

Tok: Phone 883-5629

Valdez: Phone 835-4910

Kenai: Phone 283-4304/4377/4319

Homer: Phone 235-7791

Kodiak: Phone 486-3105

Seward: Phone 224-5276

Juneau: Phone 465-4562

Petersburg: Phone 772-3791

Sitka: Phone 747-3347/3423/6921

Ketchikan: Phone 225-3181/82/83



The Alaska Department of Labor shall foster and promote the welfare of the wage earners of the state and improve their working conditions and advance their opportunities for profitable employment.